

that [REDACTED] would come to Amcare to report [REDACTED] chest pains and to file a worker's comp claim concerning [REDACTED] "sexual assault." In this conversation, [REDACTED] stated that [REDACTED] had not seen [REDACTED] psychiatrist for many months and could not do so until [REDACTED] outstanding bill was paid which [REDACTED] expected Amazon to pay for. In addition, [REDACTED] complained of back pains for a non-work related injury. We discussed with [REDACTED] the intake that was required by Amcare for these issues and [REDACTED] agreed to work with [REDACTED] to fill out the necessary paperwork. We told [REDACTED] that we could not allow [REDACTED] to work until [REDACTED] had been released to work by a doctor. During this process, [REDACTED] asked [REDACTED] if [REDACTED] could go to [REDACTED] locker and get [REDACTED] medicine. [REDACTED] agreed but stated that [REDACTED] would have to accompany [REDACTED]. [REDACTED] saw a clear plastic bag containing pills. [REDACTED] stated that it was ibuprofen and a muscle relaxer [REDACTED] called it by name.)

Working with [REDACTED] we immediately reached out to [REDACTED] to ensure that the Worker's Comp claim was expedited in the process. [REDACTED] and a claims adjuster tried to numerous times to reach out to [REDACTED] over the following days and [REDACTED] did not answer or respond. I provided them with the new number that [REDACTED] had been texting me with and when they called, [REDACTED] did not answer and [REDACTED] voicemail was not set up.

## Timeline and Notes from (b) (6), (b) (7)(C) regarding 10/8-10/21

10/8/2015 - Statement regarding (b) (6), (b) (7)(C) being in the MOD on 10/7/2015

10/8/2015 - Statement regarding (b) (6), (b) (7)(C) being in the MOD again on 10/8/2015 - (statement is dated 10/9/2015, but was received on 10/8/2015)

10/15/2015 - Scheduled to meet with [REDACTED] but did not show up to meeting. I was notified at approximately 12:20pm that [REDACTED] was in Amcare having [REDACTED]. [REDACTED] clocked in around 10:15am. [REDACTED] and I all spent time with [REDACTED]. [REDACTED] decided to file a first report of injury for [REDACTED] stating that they were being caused by seeing [REDACTED] in the MODs. I spent some time with [REDACTED] alone in Amcare, during that time our only dialogue involved me asking [REDACTED] if [REDACTED] was okay and if there was anything I could do to make [REDACTED] more comfortable. At one point [REDACTED] asked me if [REDACTED] could go get [REDACTED] bible from [REDACTED] car, I stated that I wasn't comfortable with that because I didn't want [REDACTED] to have any issues in the parking lot. I asked [REDACTED] to wait a little bit longer until [REDACTED] and [REDACTED] returned. Eventually [REDACTED] [REDACTED] came in and talked with [REDACTED] about going out on a COF for [REDACTED] back.

10/21/2015 - I received a message that [REDACTED] was in the main break room waiting for me. I went and got [REDACTED] to come with me since [REDACTED] had spoken to [REDACTED] about [REDACTED] COF. [REDACTED] provided two sets of documentation. The first was [REDACTED] RMI for [REDACTED] back and [REDACTED]. The second was [REDACTED] paperwork from the ER visit on 10/10/2015. [REDACTED] did not provide any documentation releasing [REDACTED] to return to work related to [REDACTED] chest pains. I explained that we could not have [REDACTED] in the building working until [REDACTED] provided a return to work note for the chest pains. [REDACTED] commented that [REDACTED] did not have that and was

waiting for (b) (6), (b) (7)(C) to call (b) (6), (b) (7)(C) and I took (b) (6), (b) (7)(C) paperwork and came back to the office to make copies. I also attempted to reach (b) (6), (b) (7)(C) by phone during this time. I left (b) (6), (b) (7)(C) a voice mail and returned with (b) (6), (b) (7)(C) to the break room. I gave (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) paperwork back and explained that I had called (b) (6), (b) (7)(C). I also reiterated that we could not have (b) (6), (b) (7)(C) in the building working until we had a release for (b) (6), (b) (7)(C) chest pains. During our conversation (b) (6), (b) (7)(C) also mentioned that someone told (b) (6), (b) (7)(C) was going about this all wrong and (b) (6), (b) (7)(C) should go to Philadelphia and file (b) (6), (b) (7)(C) case there. I asked (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) was referring to and (b) (6), (b) (7)(C) said that no one from here had told (b) (6), (b) (7)(C) that and (b) (6), (b) (7)(C) was filing a claim with the EEOC.

### October 15, 2015 Statement from (b) (6), (b) (7)(C) (OMR Amcare)

Need this statement.

October 21, 2015 (b) (6), (b) (7)(C) RMI paperwork for (b) (6), (b) (7)(C) back issues.

### Document 9

Text conversation between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)  
09/24-10/13

### Document 10

Highlights:

- States contacting (b) (6), (b) (7)(C)
- When I offer to speak by phone, replies that (b) (6), (b) (7)(C) will wait for me to return.
- Reference to being bullied.
- References going to court.
- References going into mediation for a settlement.
- States no one asked (b) (6), (b) (7)(C) what (b) (6), (b) (7)(C) wanted to resolve, however that was asked in initial conversation and (b) (6), (b) (7)(C) asked to be separated from (b) (6), (b) (7)(C) until the end of June which was granted.
- States that I said in a text that I felt "bad" about (b) (6), (b) (7)(C) situation which I never stated.
- References taking (b) (6), (b) (7)(C) to court.
- References the "demand" letter and expectation that (b) (6), (b) (7)(C) will be meeting with me and a lawyer.
- States that (b) (6), (b) (7)(C) was written up by (b) (6), (b) (7)(C) for TOT. Was not written up. (b) (6), (b) (7)(C) had a seek to understand conversation with (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) TOT, but no write up was provided.
- Develops chest pains at work.
- States that (b) (6), (b) (7)(C) will be bringing me (b) (6), (b) (7)(C) therapist bill and address.
- States that (b) (6), (b) (7)(C) will only be dealing with me and that everyone else should just know that (b) (6), (b) (7)(C) is "off

limits."

- Finally agrees to go file a Worker's Comp claim with me in attendance when I return.
- Refuses to go to Amcare or for me to call (b) (6) an ambulance.
- No contact from (b) (6) from the night (b) (6) goes to ER until Thursday the 15<sup>th</sup> when (b) (6) arrives 2 hours late for our meeting.

## Text conversation between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

10/19-10/26

### Document 11

#### Highlights:

- (b) (6) has changed (b) (6) phone number
- Claims that no one is following up with (b) (6), however, Worker's Comp has been trying to get (b) (6) and do not have correct number.
- States (b) (6) is missing pay, however, does not have the time to cover and we covered everything up until Oct. 15 as committed.
- States that we are trying to get (b) (6) to quit
- Asks for a document for how Amazon wishes to resolve (b) (6) situation.
- I offer (b) (6) LOA.
- This is where (b) (6) goes on for a long period of time making (b) (6) demands.
- I ask (b) (6) to write me vs. texting me.



## **Witness Statement Form**

Adopted February 2005

**NOTE TO ASSOCIATE:** Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

**SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT**

	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	ASSOCIATE
Home Address, City, State, Zip	Home Phone	Work Phone	

**SECTION II: WITNESS STATEMENT** (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form.

INCIDENT: JUNE 03, 2015  
@ 4:56 PM  
PZ A175 200

ASSOCIATES

INVOLVED : (b) (6), (b) (7)(C) TOTEL W<sup>RC</sup>ANGLE  
PROBLEM SOLVE (VICTIM)

IT IS NOT GOOD TO BE "PARTIAL" TO THE WICKED (PR 24:23-25)  
OR TO DEPRIVE THE INNOCENT OF JUSTICE. (PS 82:2)

PROVERBS 18:5

Please list any witnesses or individuals who may have information relevant to this investigation. (b) (6) (D) (7)(C)

I WOULD LIKE FOR [REDACTED] IN LOSS PREVENTION TO SEE IF THIS INCIDENT WAS CAPTURED ON CAMERA.

## **ACKNOWLEDGEMENT**

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that this is a confidential statement and should be maintained on a strict "need to know" basis. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information may result in corrective action up to and including termination of employment.

**(b) (6), (b) (7)(C)**

(b) (6) (b) (7)(C)

(b) (6), (b) (7)(C)

\_\_\_\_\_ (b) (5) (A)(v)

010.05.15

Date \_\_\_\_\_

06.05.15

(b) (6), (b) (7)(C)

## LIST OF ISSUES, CONCERNS &/OR COMPLAINTS.

1. ASSOCIATE ENVADED MY PERSONAL  
SPACE

2. UNWANTED PHYSICAL TOUCHING

1. THE PHYSICAL CONTACT WAS NEVER  
ENCOURAGED BY ME

2. WHY DID █ FEEL IT WAS OKAY TO  
TOUCH ME IN THAT MANNER

3. HAVE I UNKNOWINGLY CAUSED  
THIS TO HAPPEN TO ME

4. WHO ELSE AT PHL7 HAS █ BEEN  
HAVING THESE ENCOUNTERS  
WITH (POSITIVE / NEGATIVE  
OUTCOMES)

1. SINCE THE INCIDENT MY FOCUS  
PRODUCTIVITY & MOOD ARE  
DROPPING. I'M TRYING TO  
KEEP A SUNNY OUTLOOK BY  
SUPPORTING & ENCOURAGING  
OTHERS IN THE MCDs, & SAYING  
MULTIPLE PRAYERS THROUGHOUT

1a. CORTELL

THE DAY TO KEEP MY SPIRITS HIGH HOWEVER I CAN ONLY GO SO FAR & THEN I FALL BACK INTO ANGRY THOUGHTS, HOLDING BACK MY TEARS, & WALKING AROUND WITH MY BODY TENSE. PEOPLE KEEP ASKING ME WHAT IS WRONG. I DO NOT FEEL COMFORTABLE ENOUGH TO TELL EVERYONE ABOUT THIS.

2. I AM A (b) (6), (b) (7)(C)

I DO NOT DATE OR HAVE I EVER HAD AN (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) HERE AT PHL7,  
NOR DO I PLAN TO.

3. I DO NOT WISH TO PRESS CHARGES. HOWEVER, I DO KNOW THAT I CAN BECAUSE I HAVE BEEN SEXUALLY ASSAULTED. IT WILL NOT BE ME TO PASS JUDGEMENT, ONLY JESUS CHRIST HAS SAY IN WHAT WILL BECOME OF (b) (6), (b) (7)(C).

4. IT DOES NOT ESCAPE MY MIND THAT THIS SHOULD HAVE NEVER HAPPENED TO ME, NOT AT PHL7.

06.05.15

INCIDENT: As I was typing [REDACTED] (b) (6), (b) (7)(C) CAME  
VERY CLOSE BEHIND ME. [REDACTED] (b) (6), (b) (7)(C)  
GUIDED CLOTH OF [REDACTED] INDEX  
FINGERS FROM MY LOWER  
ABDOMEN (ON THE SIDES OF MY  
BODY). [REDACTED] (b) (6), (b) (7)(C) DID SO SLOWLY  
BRINGING [REDACTED] HANDS FORWARD  
TOWARDS THE FRONT OF ME.  
I BEGAN TO TENSE UP, BUT I  
DID NOT WANT TO DRAW THE  
UNWANTED ATTENTION FROM  
THE TWO ASSOCIATES AT THE  
VRC, SO I KEPT TYPING. I  
THOUGHT [REDACTED] (b) (6), (b) (7)(C) WAS GOING TO  
ATTEMPT TO HUG ME FROM  
BEHIND. INSTEAD [REDACTED] (b) (6), (b) (7)(C) STARTED  
TAPPING ON THE SIDES OF MY  
ABDOMEN. TRYING MY BEST  
TO KEEP MY COMPOSURE I  
CALMLY REPLIED, "PLEASE,  
DON'T DO THAT TO ME."  
(b) (6), (b) (7)(C) WAS SO CLOSE I  
COULD FEEL [REDACTED] (b) (6), (b) (7)(C) BREATH ON  
THE BACK OF MY NECK. [REDACTED] (b) (6), (b) (7)(C)  
IMMEDIATELY STOPPED &  
BACKED AWAY FROM ME.  
WE SPOKE AFTERWARD TRYING  
TO CHANGE THE UNCOMFORTABLE  
EXPERIENCE AS [REDACTED] (b) (6), (b) (7)(C) WALKED  
AWAY TOWARD THE VRC.

AFTERMATH: I IMMEDIATELY BEGAN TO REPORT THE EPISODE TO MY (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) A.K.A. (b) (6), (b) (7)(C) AND MY (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) TOLD [REDACTED] THE DETAILS THROUGH THE COMMUNICATOR. (b) (6), (b) (7)(C) I LET [REDACTED] KNOW THAT I HAD NOT BEEN DOING REJECTS. BECAUSE OF MY SITUATION.

As I BEGAN TO WORK AGAIN I WAS STILL DEALING WITH BEING IN SHOCK. HOWEVER, MY EMOTIONS GREW AND I COULDN'T HOLD IT IN ANY LONGER. I STOPPED IN AN AILE WHERE NO ONE WAS PRESENT. I SLAMMED MY FIST ONTO MY PROBLEM SOLVE CART AND STARTED CRYING.

TOWARDS THE END OF THE DAY [REDACTED] AND [REDACTED] HAD ASKED ME TO GO TO H.R., BUT IT TOOK ME TOO LONG TO GET THE PROBLEM SOLVE CART DOWN STAIRS AND READY FOR NIGHT SHIFT. THE PERSON I WAS

06.05.15

(b) (6), (b) (7)(C)

AFTERMATH: CONT...

DUE TO REPORT TO AND  
(b) (6), (b) (7)(C) HAD LEFT. THEY THOUGHT  
I HAD GONE HOME.

Follow Up: I ONLY WANT TO DISCUSS  
THIS WITH MY MANAGEMENT  
TEAM AND (b) (6), (b) (7)(C)

IN ADDITION, I KNOW THAT  
EMOTIONALLY I AM NOT  
READY AT THIS TIME TO SHARE  
THE SAME MOD WITH (b) (6), (b) (7)(C)

I WOULD APPRECIATE A  
SEPARATION FOR THE REMAINDER  
OF THIS MONTH (JULY 2015).

## Witness Statement Form Prepared By HR

Adapted March 2015

**NOTE TO ASSOCIATE:** The following statement has been prepared on your behalf by Human Resources (HR) based on information you provided directly to HR regarding your issue/concern. The information you provided will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please do the following:

- Please thoroughly review the statement to ensure that it is an accurate and truthful account of the information you provided.
- Advise HR of any corrections that need to be made prior to signing the below Acknowledgement or make corrections in handwriting and initial each correction.
- Sign the Acknowledgment and return it to the appropriate HR Generalist.

## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)  (b) (6), (b) (7)(C)	Department/Position	
Home Address, City, State, Zip.  (b) (6)	Home Phone ( )	Work Phone ( )
Human Resource Generalist Name	Human Resource Signature	Date (Month/Day/Year) 06/08/2015

## SECTION II: WITNESS STATEMENT (please attach copies of any relevant documentation to this form)

I dont recall having any interaction with anyone on the day of 6/13/15. I ~~did~~ did see someone I knew and talk to at the VRC but there was know physical activity at all. I knew this person we speak all the time and never had a problem with them ~~I am not sure if this is the person~~ I spoke to ~~and~~ and continued to go back to work.

(b) (6), (b) (7)(C)

Please list any witnesses or individuals who may have information relevant to this investigation.

(b) (6), (b) (7)(C)

## ACKNOWLEDGEMENT

I understand that this statement has been prepared on my behalf by Human Resources based on information I provided directly to the above named Human Resource Generalist. I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that the Company will keep this statement as confidential as is reasonably possible consistent with the need for a full investigation and resolution of this matter. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and that failure to cooperate or hinder this internal investigation, including the refusal to answer questions, and providing false or purposefully misleading information may result in corrective action up to and including termination of employment. I acknowledge that I have been given an opportunity to review this statement for as long as I need to and to make any necessary corrections and that by signing this document, I acknowledge that I am doing so voluntarily, without any duress or coercion.

(b) (6), (b) (7)(C)  
(b) (6), (b) (7)

Employee Name (Please Print)

Employee Signature

06 8, 2015  
Date

## Witness Statement Form

Adopted February 2005

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	(b) (6), (b) (7)(C)	Department/Position	(b) (6), (b) (7)(C)
Home Address, City, State, Zip		Home Phone	Work Phone

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form.

(b) (6), (b) (7)(C)

Me and [REDACTED] were working on totes together we were moving totes from the third to the second. We were about to load up the VRL but [REDACTED] had [REDACTED] problem solve computer on it so we waited for [REDACTED] to remove it and at that time [REDACTED] and [REDACTED] were talking. I do not recall anything that was said but right before [REDACTED] left I saw [REDACTED] touching [REDACTED] at the shoulders. I was not really paying attention to the situation, but that's what I saw.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Please list any witnesses or individuals who may have information relevant to this investigation.

## ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that this is a confidential statement and should be maintained on a strict "need to know" basis. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information may result in corrective action up to and including termination of employment.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Employee Name (Please Print)

(b) (6), (b) (7)(C)

Employee Signature

6/9/15

Date



## Witness Statement Form

Adopted February 2005

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### SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name / Please Print	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
Home Address / May State Zip	(b) (6), (b) (7)(C)	Home Phone	Work Phone
		(b) (6), (b) (7)(C)	( ) N/A

### SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form.

I ALLOWED (b) (6), (b) (7)(C) ASSOCIATE TO REMAIN EMPLOYED W/L LEGAL ACTION, BUT WE ARE TO STAY IN OPPOSITE MGRS

I ASKED FOR (b) (6), (b) (7)(C) TO BE MOVED THIS MORNING

(b) (6), (b) (7)(C) HAD WENT AND TOLD OTHER ASSOCIATES THAT THE (b) (6), (b) (7)(C) DID WAS

INCIDENT WE WERE INVOLVED WITH THAT ALL (b) (6), (b) (7)(C) DID WAS

REPLN ASSOCIATE (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), HOWEVER

I REPORTED IT TO (b) (6), (b) (7)(C) LAST WEEK WORKING AT PHIL 7

THE REPORT HAD TO BE TRANSFER TO THE (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) TO FOLLOW AN INVESTIGATION

CONCERNING THE DEFAMATORY STATEMENT MADE BY (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) HAS THE NOTES CONCERNING THIS INCIDENT

Please list any witnesses or individuals who may have information relevant to this investigation.

(b) (6), (b) (7)(C)

### ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that this is a confidential statement and should be maintained on a strict "need to know" basis. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information may result in corrective action up to and including termination of employment.

(b) (6), (b) (7)(C)

Employee

Please Print

(b) (6), (b) (7)(C)

Employee Signature

Sept 16 2015

Date

\* I NEED THE FULL NAME

TITLE OF THE [REDACTED] WHO

WAS IN THE ROOM WITH

(b) (6), (b) (7)(C)

AND

\* (b) (6), (b) (7)(C) HAS CONTACTED

ME

\* I WILL NEED TO MAKE THIS

CHANGE ON THE ORIGINAL

DOCUMENT I TURNED IN BY

CROSSING OUT (b) (6), (b) (7)(C)

INITIATING IT, & WRITING

IN THE CORRECT PERSON'S

INFO

(b) (6), (b) (7)(C)

09-25-15



## Witness Statement Form

Adopted February 2005

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### SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	Department/Position (b) (6), (b) (7)(C)	
Home Address, City, State, Zip (b) (6), (b) (7)(C)	Home Phone (N/A) N/A	Work Phone <b>CELL</b> (b) (6), (b) (7)(C)

### SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form.

- × I WOULD LIKE TO INPUT AN EDIT TO MY INCIDENT REPORT CONCERNING THE DATE OF 09 16 15 ON THE SECOND MAN IN THE ROOM WITH **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)**  
**(b) (6), (b) (7)(C)** AND **(b) (6), (b) (7)(C)**
- × I HAD IDENTIFIED **(b) (6), (b) (7)(C)** AS BEING IN THE ROOM, HOWEVER THE **(b) (6), (b) (7)(C)** WAS ACTUALLY **(b) (6), (b) (7)(C)**
- × I WOULD LIKE THE RECORDS TO SHOW THIS CORRECTION DOCUMENT TO BE INCLUDED WITH THE INCIDENT REPORT CONCERNED IN THE IDENTIFICATION OF THOSE ABOVE

Please list any witnesses or individuals who may have information relevant to this investigation.

× **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)**

### ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that this is a confidential statement and should be maintained on a strict "need to know" basis. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and am expected to fully cooperate in all investigations. I understand that intentionally concealing or withholding relevant information or providing purposefully or recklessly false or misleading information may result in corrective action up to and including termination of employment.

**(b) (6), (b) (7)(C)**  
(b) (6), (b) (7)

Employee

Print

**(b) (6), (b) (7)(C)**

Employee Signature

**09.26.15**

Date

**(b) (6), (b) (7)(C)**

## Witness Statement Form

Adopted February 2005

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) (b) (6), (b) (7)(C)	Department/Division (b) (6), (b) (7)(C)
Home Address, City, State, Zip (b) (6), (b) (7)(C)	Home Phone (N/A)
	Work Phone (b) (6), (b) (7)(C)

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

× I HAD BEEN MOVED TO B MOD WHEN I DISCOVERED, ONCE AGAIN (b) (6), (b) (7)(C) WORKING THE SAME MOD AS ME (A MOD) [10 07.15]

× I HAD PLACED A MESSAGE ON THE "PICK ASSISTANCE" PAPER POSTED AT A MOD START UP ASKING TO SPEAK TO AN AREA MANAGER

× NO AM SHOWED BY THE END OF MY SHIFT  
× THIS MORNING THE "PICK ASSISTANCE" PAPER HAD BEEN TAKEN DOWN

× I CONTACTED MY (b) (6), (b) (7)(C)

× I UNFORTUNATELY HAD TO REVEAL CONFIDENTIAL INFORMATION TO GET TO HELP AND A FASTER →  
cont.

Please list any witnesses or individuals who may have information relevant to this investigation.

- × (b) (6), (b) (7)(C) × (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
- × (b) (6), (b) (7)(C)

## ACKNOWLEDGEMENT

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

10.08.15

Employee Name (Please Print)

(b) (6), (b) (7)

Employee Signature

Date

## Witness Statement Form

Adopted February 2006

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)sition
Home Address, City, State, Zip		Home Phone
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Work Phone
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

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- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
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- Attach copies of any relevant documentation to this form.

→ **RESPONSE** [10.07.15]  
CONT.

(b) (6), (b) (7)(C) WAS PLANNING TO SEE ME @ 1700PM

(b) (6), (b) (7)(C) WAS IN A MOD FOR ALL OF FIRST HALF AND THE SECOND ALONG WITH ME

I DID NOT WANT TO BE MOVED, DUE TO MY MEDICATION BEING HOUSED IN THE A MOD LOCKER AREA, BUT MY EXPLANATION WAS NOT HEARD

- PREFERENCE WAS GIVEN TO MY ATTACKER
- THE REASONING WAS THAT WE WERE BOTH IN IN-DIRECT ROLES AND COULD BE MOVED EASILY
- I STATED THAT I SHOULDN'T HAVE TO BE THE ONE MOVED FOR I DID NOT PUT MY HANDS ON [REDACTED] DID IT TO ME.

I AM BEING FORCED TO REVEAL PERSONAL INFO TO THOSE THIS DOESN'T

Please list any witnesses or individuals who may have information relevant to this investigation

(b) (6), (b) (7)(C)  (b) (6), (b) (7)(C) CONCERN.

(b) (6), (b) (7)(C)  (b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	10.08.15
Employee Name (Please Print)	(b) (6), (b) (7)(C)	Employee Signature
		Date

## Witness Statement Form

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Position
Home Address City, State Zip	(b) (6), (b) (7)(C)	Home Phone
	(b) (6), (b) (7)(C)	Work Phone

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

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[10.07.15]

THE AGREEMENT THAT WAS PROMISED IN THE PRE-MEETING AFTER THE ASSAULT CONSISTED

OF

(b) (6), (b) (7)(C) (NOT AT MY MEETING)  
 (b) (6), (b) (7)(C)

HR (b) (6), (b) (7)(C)

AND I

THIS CONFIDENTIAL MATTER HAS NOW EXPLODED THROUGHOUT THE ADMINISTRATION AREA BY BACKING ME INTO A CORNER TO TELL MY PERSONAL BUSINESS.

THE RULES OF ENGAGEMENT CONCERNING CONFIDENTIALITY HAS CLEARLY BEEN OBSTRUCTED

PEOPLE IN ADMIN HAVE ABUSED THEIR POSITIONS

Please list any witnesses or individuals who may have information relevant to this investigation.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

10.08.15

Employee Name (Please Print)

Employee Signature

Date

## Witness Statement Form

Adopted February 2005

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) (b) (6), (b) (7)(C)	Department/Position (b) (6), (b) (7)(C)
Home Address, City, State, Zip (b) (6), (b) (7)(C)	Home Phone (b) (6), (b) (7)(C)
	Work Phone (b) (6), (b) (7)(C)

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

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I N SPEAKING OF THE (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

TEAM (DAYS) IDENTIFYING PERSONS:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I WOULD LIKE FOR THIS INFORMATION TO BE ATTACHED AND INCLUDED IN THE LEGAL PROCEEDINGS HENCE FORTH

[10.07.15]

Please list any witnesses or individuals who may have information relevant to this investigation.

N/A → cont.

## ACKNOWLEDGEMENT

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(b) (6), (b) (7)(C)

Employee Name (Please Print)

(b) (6), (b) (7)(C)

Employee Signature

10.08.15

Date

## Witness Statement Form

Adopted February 2005

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## SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Home Address, City, State, Zip	(b) (6), (b) (7)(C)	Home Phone
	(b) (6), (b) (7)(C)	Work Phone

## SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
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x TODAY 10.09.15, I HAD FINISHED PROBLEM SOLVE FUNCTION IN B MOD THE DAY BEFORE AND WAS AT THE A MOD START UP TO PICK

x I HAD WENT TO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) WAS BUSY WITH NEW STARTS AND HAD MY (b) (6), (b) (7)(C) SWITCH ME TO PICK IN A MOD.

x TO MY SURPRISE I HAD WENT INTO AN AISLE ON THE FIRST FLOOR AND HAD PASS (b) (6), (b) (7)(C) PICKING-  
(b) (6), (b) (7)(C) x MUST'VE BEEN HERE ON MANDATORY OVERTIME

x I QUIETLY LEFT THE AISLE AND WENT TO START-UP (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) TRADTO TO CALL AN (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) HAD ASKED IF (b) (6), (b) (7)(C) COULD CORRECT

Please list any witnesses or individuals who may have information relevant to this investigation

x (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) x (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

x (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) x (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

## ACKNOWLEDGEMENT

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(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Employee Name (Please Print)

Employee Signature

10.09.15

Date

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**SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT**

Associate Name (Please Print)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)osition
Home Address, City, State, Zip	(b) (6), (b) (7)(C)	Home Phone
		(b) (6), (b) (7)(C)
		Work Phone

**SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)**

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
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→ **HELP ME WITH ANYTHING. I REPLIED  
CONT**

**THAT I NEEDED AN AM**

**x I DID NOT WANT TO AT THIS POINT REVEAL  
AGAIN SOMETHING THAT I DID NOT WANT  
ANOTHER PERSON NOT INVOLVED IN THE  
SITUATION KNOWING, SO I WAITED FOR A  
RESPONSE FROM THE RADIO**

**x AFTER WAITING FOR A MINUTE I BEGAN TO  
WALK AWAY TO FILE ANOTHER INCIDENT  
REPORT**

**x (b) (6), (b) (7)(C) ASKED AS I WAS WALKING AWAY  
IF I WAS OKAY. I LIED AND SAID I WAS FINE.**

**x MY MANAGERS WERE UNRESPONSIVE THIS MORNING**

Please list any witnesses or individuals who may have information relevant to this investigation.

<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<input checked="" type="checkbox"/> (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)

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**(b) (6), (b) (7)(C)**

Employee Name (Please Print)

**(b) (6), (b) (7)(C)**

(b) (6), (b) (7)(C)

Employee Signature

**10.9.15**

Date



## Witness Statement Form

Adopted February 2005

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### SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print)	Department/Position
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Home Address, City, State, Zip	Home Phone
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Work Phone	

### SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

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- List of all the issues, concerns and/or complaints.
- Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- Attach copies of any relevant documentation to this form.

I WOULD LIKE THESE DOCUMENTS TO PLEASE  
BE ADDED AND ATTACHED TO THE OPEN  
LEGAL PROCEEDINGS HENCE FORTH

Please list any witnesses or individuals who may have information relevant to this investigation.

<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
<input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	10.09.15
Employee Name (Please Print)	Employee Signature	Date

Thursday 9/24/2015 – Tuesday 10/13/2015/ From # (b) (6), (b) (7)(C)

\*\*\*\*\* Verizon LTE 9:39 AM 9:39 AM 9:39 AM 9:39 AM 9:39 AM

Messages (b) (6), (b) (7)(C) Details Messages (b) (6), (b) (7)(C) Details Messages (b) (6), (b) (7)(C) Details

Text Message  
Thu, Sep 24, 8:42 PM

Sorry my reply is late. (b) (6). (b) (6). I will go in tomorrow afternoon and get the correct person responsible and edit where I have input your name. This w

as completely a misunderstanding of identifying the stranger involved.

Do you know the (b) (6), (b) (7) name and (b) (6) title? I don't want to get it wrong a second time.

Good night.

Fri, Sep 25, 3:11 PM

Hi (b) (6), (b) (7)(C) I was expecting you to contact me today concerning the identification of the (b) (6), (b) (7) name that was in the room. But I went to HR to request the information and the correction.

Saturday 12:27 PM

Hello (b) (6), (b) (7)(C) I have asked HR personnel to see when we can schedule a meeting.

Also I've corrected the mistake I made.

Tuesday 4:06 AM

Hi (b) (6), (b) (7)(C) I am in California this week but should be around PHL7 next week. Can we sit down then? What is your work schedule?

Tuesday 11:12 AM

It's okay (b) (6), (b) (7)(C) I will contact (b) (6), (b) (7)(C) Enjoy your trip. Be safe traveling.

(b) (6), (b) (7)(C) I'm sorry if I upset you in some way. I can speak by phone this week, I would just not be available to sit down with you until next week.

Could we speak later today?

Tuesday 2:48 PM

I can wait for you (b) (6), (b) (7)(C)

Today 4:57 AM

0:00 Send 0:00 Send 0:00 Send

Messages (b) (6), (b) (7)(C)

Details

Today 4:57 AM

Good morning (b) (6), (b) (7)(C). I wanted to bring something to your attention that occurred on Wednesday morning.

I had asked my (b) (6), (b) (7)(C) to move me to B Mod after I saw the (b) (6), (b) (7) who assaulted me working in the A Mod area. After I asked (b) (6), (b) (7) to move me (b) (6), (b) (7) reply was: "W

ell what did HR say on the matter?"

(b) (6), (b) (7) actually paused and waited as if their lack of concern for my situation was going to override my request. I see now that it doesn't matter if you're r

ight the only thing that matters is sticking together, right or wrong.

Why must I have to, as a victim

Messages (b) (6), (b) (7)(C)

Details

Why must I have to, as a victim protect and defend myself from people who are literally paid to hold a position at my workplace in which they have agree

(b) (6), (b) (7) in which we as (b) (6), (b) (7) associates can be successful at delivering 5 star service to Amazon's clientele.

d to support the associates from harm and provide them with customer service when they are in need. They are only in the building to create an atmosphere

It is very clear to me that I am being bullied at work. This is a place of business not a high school. I'm being tortured every day I come in here just f

or having morals and ethics. Some people in here are beyond childish.

(b) (6), (b) (7)(C) Hi (b) (6), (b) (7)(C) I am still in California but fly back to the east today. As soon as my schedule is completed, I will let you know when we can sit down or we can speak on Monday by phone. I do not want you to be in a position that is making you uncomfortable.

I feel as though they are joining forces to go against me. I am a (b) (6), (b) (7)(C) of God and even if this situation were to end up in court they will not find any fault in me. I have always looked after other people at work. Taking up for them, educating and giving wisdom when they need it. A shoulder to cry on or advice. I have even looked after my superiors when the (b) (6), (b) (7)(C) associates had plans to cuss them out over misunderstandings. I don't just preach the Amazonian way. I



0:00

Send



0:00

Send



0:00

Send

Messages (b) (6), (b) (7)(C)

preach the Amazonian way! I practice it as well. Good leadership exercises in this manner. People older than me come to me seeking my input and help from level one to the GM and I'm [redacted] years old. I take so much pride in what I do and what I am able to give. I love meeting new people and helping my management team. It's just crazy how some are turning on me for asking them to protect me from a [redacted] who assaulted me. (b) (6), (b) (7)(C) said [redacted] does not know of the negative Amazon that the New York Times article wrote of but I do. I am willing to sit down and go through a legal mediation meeting with you and an Amazon attorney on a settlement; but no one has even asked me what I would like to see happen to resolve these situations. I remember in one of your first few texts you referred to me feeling 'bad' about what

Details Messages (b) (6), (b) (7)(C)

to me feeling 'bad' about what has happened to me. However, I have been quite patient and calm I am no longer able to hold in the turmoil I am experiencing inside. I'm beyond feeling bad, feel abandoned, hurt, misunderstood, cheated, lied to, humiliated, threatened and bullied. I have an explosion of anger sitting on the edge of my heart. I personally feel as though going to court will be the only way that [redacted] will see what the people [redacted] has entrusted to lead [redacted] building are really like and what they have and haven't been doing for their best workers. I want them to feel the same pain they're causing me by revealing their truth to the public. I am loyal to a fault and will protect those close to my heart but when someone crosses or attacks me it's a

different story completely.

Details Messages (b) (6), (b) (7)(C)

Friday 8:18 PM  
(b) (6), (b) (7)(C) [redacted] please excuse me I know it's late but I wanted to ask you if I should email an attachment of my 'Demand Letter' to you by Monday night so I

hat when we sit down together later in the week you and the attorney are aware of what I am seeking for settlement and resolution of both situations conc

erned? Or do you want me to produce a hard copy on the day of us three meeting next week?

Today 9:00 AM

Hi [redacted] Do you work tomorrow? I will be down there tomorrow morning and then again on Friday. As far as the letter is concerned, feel free to send me whatever you feel is necessary. My email

Messages (b) (6), (b) (7)(C)

Details

seeking for settlement and resolution of both situations conc

erned? Or do you want me to produce a hard copy on the day of us three meeting next week?

Today 9:00 AM

Hi (b) (6), (b) (7)(C). Do you work tomorrow? I will be down there tomorrow morning and then again on Friday. As far as the letter is concerned, feel free to send me whatever you feel is necessary. My email (b) (6), (b) (7)(C).@amazon.com.

I will not have an attorney with me at that time. You may certainly take whatever action you deem necessary, however, I would like to have the opportunity to speak with you and try to resolve your concerns.

Text Message

Send

Text Message

Send

Text Message

Send

Messages (b) (6), (b) (7)(C)

Details

Wed, Oct 7, 10:12 AM

(b) (6), (b) (7)(C)  
Good morning  
have not forgotten you. I have been quite busy. I will see you on Friday.

Wed, Oct 7, 11:14 AM

Great! Let's meet at 8am? Your at 7:30 I believe.

Yes sir.

Wed, Oct 7, 3:29 PM

(b) (6), (b) (7)(C)  
my management team had us both in same Mod again. Had to explain situation to my (b) (6), (b) (7)(C) I shouldn't have to be doing this at all.

I am so glad when you get here. Why does it take another adult to parent ADULTS?! I don't understand.

Sat, Oct 10, 3:47 PM

Messages (b) (6), (b) (7)(C)

Details

Sat, Oct 10, 3:47 PM

(b) (6), (b) (7)(C)  
i was written up for my idle time and clock ins being late. Today (b) (6), (b) (7)(C) is off. My (b) (6), (b) (7)(C) wanted me to explain it. I told (b) (6), (b) I would like to discuss it with (b) (6), (b) and I got a print out of it before break. My therapist has given me three coping skills which involves listening to music, writing and talking to someone. Anytime I started to feel myself going too deep into thoughts of all that's going on at work with me I would find someone out on the floor to stop and help or talk to about anything just to calm down my emotions and to keep me from crying. I also stopped and wrote down issues that we could solve before peak gets too chaotic I even shared with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) So I was able to keep on my false face of happiness in order to work. That is until I was approached for it. I

Messages (b) (6), (b) (7)(C)

Details

is until I was approached for it. I have been crying as well. After [REDACTED] wrote me up I stopped talking and helping people. Now I am having chest pains in the center of my breast plate. This started at 3:55 pm. I always get this chest pain when I am in extreme stress and emotional difficulty. I can't make it stop. I wanted to go fill out a workmans comp form but that requires for me to tell information in front of [REDACTED] and it's my business. I don't want [REDACTED] knowing. I need to fill one out with you when you get back here. Next week I need my write up to be copied and placed with the other paperwork please. I am thinking on next week. I also want to complete a refresher course in updates for my [REDACTED] position. I can shadow an Ambassador for all of Wednesday. After our meeting on Thursday morning afterwards I can do bin facing, break down extra boxes in the

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break down extra boxes in the pallet and REST Racks from the night before, and complete the pallet land and pick problem solve stations I shared with my [REDACTED] today for the rest of the work week. I believe by then we will have reached a respectable solution we both can agree upon. I also need the rest of my workday to be covered.

I am not able to hide how I really feel and my productivity is sending out flags to management and I don't wish to go over the "Why." Also can we not have

my illness be spread all over the Admin, HR, Pick, Mezz, AFE, Ship, Facilities, ICQA, Stow and Safety departments please sir. All anyone this pertains

to should know is that I am off limits and you will be dealing

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limits and you will be dealing closely with me until further notice

I will be contacting my therapist on Monday. I will bring you back a potential schedule, the billing information and contact info and location.

I'm leaving now from work. Have a blessed weekend.

The hour was typed wrong. My chest pains began at 2:55 pm. There was an associate to verify the situation. I didn't say anything until they inquired was I okay.

Are you still on site? Are you going to the doctor now? Can I call an ambulance for you?

I'm going to the hospital

Text Message

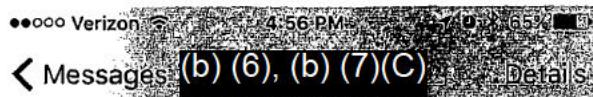
Send

Text Message

Send

Text Message

Send



I would be happy to call an ambulance for you so that you do not have to drive. Or Amcare can assist you. You do not have to explain the situation only that you are having chest pains.

I have left. When I stopped those long messages I left to go hospital. I need to focus on driving.

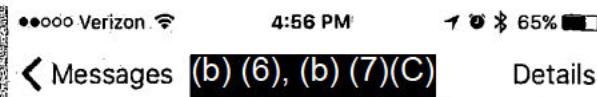
Sun, Oct 11, 8:02 AM

If you have time, please write and let me know that you are okay.

Sun, Oct 11, 10:03 AM

I left hospital at 2:50 am.

Are you feeling better? We also need to ensure that we have a release from the doctor that you



Sun, Oct 11, 10:03 AM

I left hospital at 2:50 am

Are you feeling better? We also need to ensure that we have a release from the doctor that you are able to work and start the accommodations process to understand if there are any potential restrictions.

Tue, Oct 13, 6:00 PM

Hi (b) (6), (b) (7)(C) Have not heard anything from you? Are you planning on going to work tomorrow or will it be on Thursday when we meet. Either way, just need to understand from doctor's note that you are released to work or if there are restrictions.